

## **AMERICANS WITH DISABILITIES ACT POLICY**

The Police Officer Standards and Training Council is committed to providing and promoting equal opportunities in all of its activities and services. This commitment includes adhering to the mandates of the Americans with Disabilities Act (ADA) of 1990, which make it unlawful to discriminate against a qualified person with a disability in all aspects of the employment process and in the provision of services and benefits.

The Americans with Disabilities Act enables society to benefit from the skills and talents of individuals with disabilities. It provides protections similar to those provided by Title VII of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, sex, national origin, religious creed and Section 504 of the Rehabilitation Act of 1973 which is the foundation for the Americans With Disabilities Act.

The ADA utilizes a three-pronged definition of disability. An individual with a disability is any person who:

- (1) has a physical or mental impairment that substantially limits one or more major life activities,
- (2) has a record of such an impairment; or
- (3) is regarded as having such an impairment.

An individual must satisfy at least one of the three prongs of the above definition in order to be considered an individual with a disability under the ADA. Qualified employees or prospective employees with disabilities may request accommodations in order to perform essential functions of their job or gain access to the hiring process. Employers must reasonably accommodate the known physical or mental limitation of an otherwise qualified applicant or employee with a disability unless the accommodation would impose an undue hardship on their business operation.

The Police Officer Standards and Training Council is committed to providing reasonable accommodations to qualified persons with disabilities. This will ensure the full and fair participation of all employees and the public in all Council services and activities. All policies, procedures and employees will support and embrace our agency efforts and State programs that are designed to promote and achieve the principles of the Americans with Disabilities Act.

This policy is posted and distributed annually to all employees of the Council.

*-Americans with Disabilities Act Policy*  
*(Page 2)*

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Thomas E. Flaherty, Executive Director  
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